

GOVERNMENT OF TELANGANA
ABSTRACT

Labour, Employment, Training & Factories Department – The Telangana Shops and Establishments Act, 1988 – Granting exempting to the Best Price Modern Wholesale, Walmart India Private Limited stores located at Hyderabad, Karimnagar, Nizamabad and Warangal – Exemption from Section 15 of the Telangana Shops and Establishments Act, 1988 for a period of two (2) years – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB-I) DEPARTMENT

G.O.Ms.No. 24

Dated: 21-09-2020.
Read the following:-

1. Application of the Management, M/s. Walmart India Private Limited, New Delhi, Dated: Nil.
2. From the Deputy Commissioner of Labour, Rangareddy, Lr.No.C/594/2020, Dated: 14.09.2020.
3. From the Deputy Commissioner of Labour, Warangal, Lr.No.C/S&E Act/2020, Dated: 14.09.2020.
4. From the Deputy Commissioner of Labour, Rangareddy, Lr.No.B/1668/2020, Dated: 14.09.2020.
5. From the Assistant Commissioner of Labour, Nizamabad, Lr.No.A/427/2020, Dated: 14.09.2020.

ORDER:-

In the reference 1st read above, the Management, M/s. Walmart India Pvt. Ltd., New Delhi has requested the Government for granting exemptions to their Best Price Modern Wholesale, Walmart India Private Limited units located at Hyderabad, Karimnagar, Nizamabad and Warangal from the operation of Section 15 of Telangana Shops and Establishment Act, 1988.

2. After careful examination, the Government have decided to grant exemption to the Best Price Modern Wholesale, Walmart India Private Limited stores located at Hyderabad, Karimnagar, Nizamabad and Warangal for a period of two (2) years with effect from the date of issue of the notification in the Telangana State Gazette subject to the certain conditions.
3. Accordingly, the following notification will be published in the Extraordinary issue of the Telangana State Gazette dated: 24.09.2020:

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby grants exemption to the Best Price Modern Wholesale, Walmart India Private Limited located at Hyderabad, Karimnagar, Nizamabad and Warangal from the provision of section 15 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), for a period of two (2) years with effect from the date of issue of the notification in the Telangana State Gazette subject to the following conditions namely:-

- (i) Weekly working hours for an employee shall be 48 hours. For the Work done beyond 48 hours, employee is entitled to overtime wages.
- (ii) Every employee shall be given a weekly off.
- (iii) The management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.

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- (iv) Every employee shall be given compensatory holiday or additional compensation in lieu of attending duty by him/her on a notified national / festival holiday with wages under provision to sub section (2) of section 31 of the Telangana Shops and Establishments Act, 1988 if they work on notified holidays.
- (v) The Organisation shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No. / Mobile No. etc of the drivers shall be available with the respective companies.
- (vi) Compulsory / statutory every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
- (vii) The Schedule and route of the pick up and drop shall be decided by the supervisory Officer of the company on every Monday (If the Monday is the holiday next working day in a week). In case of exigencies change of drivers / routes /shifts shall be allowed only with the prior knowledge of supervisory officers / employees.
- (viii) The telephone number particularly mobile cell numbers and portal / residential addresses of the women employees shall not be disclosed to unauthorized persons.
- (ix) Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
- (x) It is desirable that the company shall randomly check the vehicles on various routes and ensure their safety etc.
- (xi) Company shall have a control room / Travel desk for monitoring vehicle movements and necessary records maintained to this effect.
- (xii) The Leaves allowed shall not be less than the statutory leaves prescribed.
- (xiii) That the Leave encashment conditions prescribed under Section 30 shall be followed.
- (xiv) The Integrated Registers shall be maintained and Integrated Returns to be filed in terms of G.O.Ms. No. 23 of LET&F Department dated 24.03.2016.

4. The exemption granted under para-(3) above of this order may be revoked at any time without prior notice or assigning any reason if warranted in public interest and safety.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

I.RANI KUMUDINI,
SPECIAL CHIEF SECRETARY TO GOVERNMENT

To

The Commissioner of Printing and Stationery, Telangana, Hyderabad.

The Commissioner of Labour, Telangana, Hyderabad.

Copy to:

The Management, M/s. Walmart India Private Limited,
Regd. Office: E-20, 1st & 2nd Floor, Hauz Khas Main Market,
New Delhi-110 016.

The P.S. to Minister (Labour & Employment)

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// FORWARDED :: BY ORDER //

SECTION OFFICER